

years of collective bargaining—and which necessitated the inclusion of Section 8(a)(2) in the NLRA, making it an unfair labor practice for an employer to “dominate or interfere with the formation or administration of any labor organization or contribute . . . support to it”—are largely a relic of history. Yet the Board in its infamous Electromotion case reaffirmed its interpretation of the statute’s broad definition of “labor organization” to include an enormous variety of workplace teams. Subsequent attempts to “clarify” its ruling only muddled the waters further.

Unfortunately, because of the Board’s holding in Electromotion, employers were forced to make a difficult decision. On the one hand, they knew they needed the assistance of their employees in order to be competitive, but if they acted on that need they opened themselves up to litigation. American firms in every sector of the economy continue to learn that to compete successfully in a global economy, they need to follow the lead of the high-tech sector by engaging the full talents of their employees as never before. Today’s employer-employee relationship is one of cooperation as opposed to the confrontational relations of previous generations.

The NLRB’s decision in Crown Cork & Seal reflects this cooperative relationship by adopting a common-sense approach. While protecting the prohibition against company unions, the Board has ruled that a workplace team is not a “labor organization” if all it is really doing is assuming a function that previously was performed by a manager. That, in a nutshell, is what employee involvement is all about.

This decision will allow for the growth of employee involvement, which will, in turn, lead to a sea of change in the structuring of the employer-employee relationship. Companies will now be comfortable implementing progressive human resources practices, because they know it will benefit both the company and its employees through open communications and by pushing decision-making downward within the organization.

In closing, Mr. Speaker, I’d like to congratulate the bipartisan Board that issued this ruling unanimously—Republican Chairman Peter Hurtgen and Democrats John Truesdale, Wilma Liebman and Dennis Walsh. We should all applaud them for rising above the partisan past of this issue. I sincerely hope that this landmark ruling points the way to a less contentious, more bipartisan approach in Washington in all of these areas where we need to upgrade laws that were passed in a previous century to apply to our workplace of today.

HONORING MICHAEL MARTIN
MURPHEY

HON. SCOTT MCINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 26, 2001

Mr. MCINNIS. Mr. Speaker, our country has undergone dramatic changes in recent years, including continued urbanization of the American West. I would like to thank Michael Martin Murphey for his leadership in the crucial movement toward the preservation of our Western heritage.

Michael is blessed with many talents, which he has applied to promote this cause. He is

best known for his extensive musical ability, which has earned him countless awards and fans. His Pop and Country music have made him an award-winning artist in those areas, and his American Cowboy Music is the top-seller of its genre. For example, Michael’s hit, “Wildfire” is one of the “most-played songs in the history of radio” according to the Murphey Western Institute of Oklahoma at Medicine Park. In addition, “he is a five-time award winner in The National Cowboy Hall of Fame,” and The Academy of Western Artists awarded him 1999 Best Album and Best Song. Michael conveys the essence of the West through his music, allowing his audience to experience the West, rather than only to read about it.

In addition to utilizing his musical ability, Michael has sprung into action using his relationship with Western land issues, his leadership skills, and his writing ability to get the word out about the preservation of Western heritage and culture. He is publisher of The American West magazine, for which he writes articles supporting his cause, and he is currently working on his first book. He also started what Country Music Magazine called “the best festival in the US,” the Westfest, located in Vail, Colorado. This festival celebrates “Cowboys, Indians, Country and Western music, Rodeo, Western Art and the world of the American West.” Michael understands the need to help people experience the West, empowering them to incorporate Western heritage into their own lives. Along those same lines, he recently established the Murphey Western Institute, a not-for-profit foundation “dedicated to the promotion, preservation and perpetuation of the culture and heritage of the American West through research, education, recreation and entertainment.”

Mr. Speaker, Michael Martin Murphey is a man of conviction, and a man whose tireless endeavors have reached millions. I would like to pay him tribute for all that he has done to preserve and promote the American West, a significant aspect of our nation’s history, and one of the most precious aspects of our American heritage.

COMMISSIONING OF THE COAST GUARD CUTTER “GANNET”

HON. E. CLAY SHAW, JR.

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 26, 2001

Mr. SHAW. Mr. Speaker, this weekend I have the honor of attending the commissioning of the Coast Guard Cutter *Gannet*, whose sponsor is Mrs. Dorothy Fuller Kleiderlein, mother of the late Robert Fuller, who died earlier this year in service to the U.S. Coast Guard as an auxiliary. I am honored to be invited to such a ceremony, not only because the U.S. Coast Guard represents the best in public service and selfless sacrifice for our fellow Americans, but because I have always been a strong supporter of the Coast Guard’s vital mission.

The occasion: An occasion such as this serves to remind us of the important role the Coast Guard plays in defending our national security and protecting the public safety. Many have sacrificed for the benefit of protecting our shores, for the safety of those who travel to and from our coastlines, and for the general

support our law enforcement and maritime communities gain from key cooperation with the U.S. Coast Guard. But the commissioning of a new ship gives us more than a moment of reflection on the past. It is a call for renewal: renewed technology and modernized hardware, yes; but moreover, a renewed commitment to the mission, the ideals, and the goals embodied in the U.S. Coast Guard.

The Coast Guard’s important mission and traditions: “Group Miami” is one of the Coast Guard’s busiest and most active commands. Anyone who has resided in South Florida—or even visited—can see why. Search & rescue cases, counter-drug operations, migrant interdiction, and marine environmental protection are constant, ongoing demands. This new “Marine Protector” class coastal patrol boat, a state-of-the-art 87-foot cutter, the *Gannet*, will contribute to each of the duties we call on the Coast Guard to perform. We expect those who serve our country in uniform, in every service branch, to have the benefit of the best equipment and technology available. The *Gannet* is a renewal of that commitment.

Giving the best our best: The Coast Guard’s biggest asset is the people who serve, whether in active duty, as reservists, or as auxiliaries. The best people deserve the best equipment and technology we can provide. Sometimes, even the most modern support isn’t enough. We know the tragedy that befell Rob Fuller and Casey Purvis. We know that even with modern technology, the Coast Guard must constantly fight the elements of nature while striving to protect us all when nature—or in some cases, human nature—strikes. But their courage and that of their colleagues must be evenly met with our unwavering support for putting the best tools into the hands of those who risk their own lives to protect us.

That is why I am pleased to call myself a supporter of the United States Coast Guard and honored to be attending a gathering to commission the *Gannet*. If we are to continue to have a strong maritime industry, waters safe for recreational boating and streets safe from the scourge of drugs, we must put the resources where they matter most. I look forward to working with other leaders to make that vision a reality.

IN HONOR OF REBECCA WATSON’S DEDICATION TO TEACHING

HON. SCOTT MCINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 26, 2001

Mr. MCINNIS. Mr. Speaker, today I stand before you to honor a woman that exemplifies the qualities that are greatly needed in the education system today, Rebecca Watson. A creative, caring and committed teacher, Rebecca has spent her entire teaching career shaping the minds of the students that have passed through the halls of Taylor Elementary School in Palisade, Colorado. For two consecutive years, Rebecca has been nominated for the Disney Teacher of the Year award, and although she did not receive the award last year, the compliment of a second nomination this year speaks volumes of her influence as a teacher.

Rebecca is a life long resident of the Palisade area; in fact she attended the same elementary school in which she now teaches.